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United Nations common system

Administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission for the year 2002

Tenth report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in document A/57/450 on the administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission (ICSC) for 2002,[1] in particular their implications for the programme budget of the United Nations for 2002-2003. The Advisory Committee has confined its consideration of financial implications to those recommendations of ICSC which are dealt with in the statement by the Secretary-General.

2. In paragraph 23 of his statement, the Secretary-General indicates that the requirements under the regular budget resulting from the recommendations and decisions of ICSC have been estimated at $25,064,900 and that such requirements would be taken into consideration when computing the first performance report for the biennium 2002-2003, bearing in mind any decisions taken by the General Assembly.

3. The Commission recommended a differentiated real salary increase of the base/floor salary scale to address the low level of the net remuneration margin at the upper grades of the scale and to restore the overall level of the margin to the midpoint of 115. As indicated in paragraph 6 of the Secretary-General's statement, total annual financial implications for the United Nations regular budget for a 10-month period from 1 March to 31 December 2003 have been estimated at $20,434,100. This figure comprises $19,779,100 for the net remuneration increase, $463,300 in respect of mobility/hardship allowance and $191,700 in respect of the scale of separation payments. The Advisory Committee was informed that, should the General Assembly adopt the recommendation of the Commission for a

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differentiated real salary increase for Professional staff and higher, the $19.8 million for the net remuneration increase would be reflected in the performance report under salaries and allowances and the balance under common staff costs (see para. 7 below).

4. As indicated in paragraphs 8 to 13 of the statement, the Commission conducted surveys of best prevailing conditions of service for General Service and related categories of staff in Vienna and Geneva and the Language Teacher category in Geneva. The Vienna survey was carried out in April 2002 and the Geneva survey in January 2002. The Commission recommended new salary scales and increased rates for dependency allowances for both Vienna and Geneva. The revised rates have been implemented for Vienna effective April 2002 and for Geneva effective January 2002. The financial implications for the regular budget for the biennium 2002-2003 are estimated at $689,300 for Vienna for the 21-month period from 1 April 2002 to 31 December 2003 and $3,232,300 for Geneva for the 24-month period from 1 January 2002 to 31 December 2003.

5. As indicated in paragraphs 14 to 17 of the statement, following its review of the level of hazard pay, the Commission decided to maintain the current level for international staff and to increase the level for locally recruited staff from 20 to 30 per cent of the midpoint of local base salary scales, effective 1 January 2003. The annual financial implications for the regular budget are estimated at $342,500.

6. As a result of its review of the education grant, the Commission recommended increases in the maximum admissible expenditure level and in boarding costs. As indicated in paragraph 21 of the statement submitted by the Secretary-General, the annual financial implications for the regular budget are estimated at $366,700.

7. Upon enquiry, the Advisory Committee was informed that the performance report would clearly indicate requirements which relate to the recommendations of the Commission. **The Advisory Committee has no technical objection to the estimates of requirements under the regular budget resulting from the recommendations and decisions of ICSC.**

Notes

[1] *Official Records of the General Assembly, Fifty-seventh Session, Supplement No. 30* (A/57/30).